

## FULL EQUALITY IMPACT ASSESSMENT FORM

<b>Area of Assessment:</b>	<b>Police and Crime Plan Extension 2020-2021</b>
<b>Date of Assessment:</b>	<b>17.07.2020</b>
<b>Owner:</b>	<b>Darren Horsman, Strategic Head of Policy and Public Engagement</b>
<b>New or existing policy/function:</b>	<b>Extension to existing strategy</b>
<b>Stage 1 – Detail of policy, function, project or proposal</b>	
Briefly describe the aims, objectives and outcomes of the policy/function	
<p>The Police and Crime Plan is a statutory document all Police and Crime Commissioners must develop to set the strategic direction of the force they are responsible for.</p> <p>Because of the delay to the Police, Fire and Crime Commissioner election due to the CoVID-19 pandemic, the commissioner is required to extend the current Police and Crime Plan 2016-2020 to cover the period up until the rescheduled election in 2021.</p>	
What policies / procedures / functions are relevant to this area?	
<p>The Plan informs the strategic direction of Essex Police. It will therefore inform the Force Plan and a range of Essex Police policies and strategies as well as the full range of PFCC policies and strategies.</p>	
<b>Stage 2 – Consider the Evidence</b>	
Which individuals and organisations are likely to be affected by the policy / function and in what way?	
<p>The Plan will impact how Essex Police operates and as a result will influence how policing in Essex is undertaken. It will therefore impact all residents and businesses in Essex as well as the staff and officers of both the PFCC and the Chief Constable.</p>	
What relevant quantitative data has been considered?	
<p>In developing the revised Plan, we considered our current scrutiny of Essex Police and all of the performance data we receive on crime and anti-social behavior in Essex. This includes public perceptions of policing and a variety of survey findings, insights and data around policing, crime, community safety and public confidence.</p>	

What relevant qualitative data has been considered?

The Commissioner undertakes hundreds of face-to-face and online engagement activities each year which provide a wealth of direct contact with the force, local businesses and both individuals and representative groups from communities across Essex, as well as other stakeholders. This engagement programme provides a deep understanding of the public's perceptions of crime and confidence in policing in Essex and a wealth of qualitative information about what is currently happening and what matters to our communities.

This is supplemented by a range of both qualitative and quantitative information that is provided by the force through the scrutiny programme and is published on the Commissioner's website.

Has the function / policy been subject to consultation? If no, why not? If yes, which individuals and organisations were consulted and what form did consultation take?

From September 2019 to April 2020 the Commissioner ran a public engagement exercise called *#MakeADifference*. This activity set out the progress that had been achieved over the last three and a half years and asked what respondents wanted to see from the Commissioner and Essex Police in the future. This programme included a range of engagement activity from face-to-face meetings, public meetings and group discussions to an online survey supported by a series of short videos, news articles and social media content. Activity was designed to reach a cross section of the public so, to supplement the survey, which tends to be undertaken by a slightly older demographic, specific engagement was designed with young people and BAME communities. This included a Young Persons Conference focusing on the emergency services developed in partnership with the Essex Young Assembly and the involvement of the Strategic Independent Advisory Group (IAG), Southend Ethnic Minority Forum and the Essex Faith Covenant among others.

This feedback was used as part of our ongoing engagement work and was originally intended to provide a basis for the development of the new Police and Crime Plan from May 2020 onwards. Given the current situation, we have used the feedback to inform the extension of the Plan.

The survey was completed by 730 people and showed a strong preference for more visible policing within communities, a focus on neighbourhood policing, tackling anti-social behaviour and tackling gangs and violent crime. These high-level results correspond with the feedback we have received through our engagement activity since 2016. As part of the annual Paying for Policing Survey we have included a set question relating to where people would like to see extra investment. Since this has been run, visible policing has been the most requested area for extra investment with anti-social behaviour and neighbourhood policing also being high on the list. One area that we have seen change over the last three years is the public desire for more investment in tackling gangs and violent crime, which has become more important to the public. This has been reflected both in our public surveys and our ongoing engagement programme. The priorities fed back to us through this engagement activity have been reflected in the extended Plan.

Using this information as our guide, we have worked closely with Essex Police to update and revise the “We Will” commitments within the Plan. We have also had the benefit of face-to-face workshops with the Police, Fire and Crime Panel, Council Leaders, Council Chief Executives, Members of Parliament for Essex and the Strategic Independent Advisory Group (IAG) facilitated by the Police.

To supplement these workshops, we have also engaged with our partners from across Essex to seek their views and input. This has included the Essex Association of Local Councils, Neighbourhood Watch, Community Safety Partnership Managers, representatives from the business community, rural community and voluntary sector as well as several commissioned services.

This feedback has provided reassurance that the 2016-2020 Plan is still very much aligned to the priorities of the public and partners. The range of engagement has also given us the opportunity to refine and redraft many of the “We Will” commitments. While this process has been necessarily quick, it has been productive, and we have been pleased by the level of engagement we have received. Input from the Chief Constable and the Police, Fire and Crime Panel has been incorporated into the attached “We Will” commitments.

Were any gaps in information identified? If so, what consideration has been given to commissioning work where required?

Following feedback, we have altered the Plan to provide a stronger focus on domestic abuse, hate crime and sexual offences. We have rewritten a large proportion of the commitments within the Plan to make them clearer and less wordy. We have also taken some of the feedback provided around Stop and Search and incorporated this into the Commissioner’s Equality, Diversity and Inclusion Strategy.

We received a significant amount of input around the commitments within the Plan and went through a process with partners of refining these and focusing them on key areas for development. The current commitments therefore reflect the various inputs we have had through this process. An example of how the commitments have changed is the specific mention of hate crime which is now identified as an additional area which may be affected by the COVID-19 pandemic. This was added following strong feedback from the Strategic Independent Advisory Group (IAG).

### Stage 3- Assessment of impact

		Yes/No	Comments and evidence where appropriate
<b>Potential for differential/ adverse impact based on</b>	<b>Race</b>	Yes	The extended Police and Crime Plan sets out the strategic priorities of the Police, Fire and Crime Commissioner for Essex, which in turn feed into the Essex Police Plan on a Page. It includes priorities intended to tackle hate crime, domestic abuse, sexual offences,
	<b>Disability (Including physical, sensory and mental health)</b>	Yes	

	<b>Gender reassignment</b>	Yes	discrimination and exploitation. It explains how we will work with partners to keep children and vulnerable people safe from harm and sets out how we will utilise initiatives such as street triage to intervene early to help people with mental health and substance misuse issues to stay safe and divert them away from the criminal justice system where possible.  The extended Plan puts victims at the heart of the system and endeavours to provide better support for those affected by crime so they can cope and recover quicker.
	<b>Age</b>	Yes	
	<b>Religion or belief</b>	Yes	
	<b>Sexual orientation</b>	Yes	
	<b>Pregnancy and maternity</b>	Yes	
	<b>Marriage and civil partnership</b>	Yes	
	<b>Sex</b>	Yes	

<b>Stage 4 – Deciding the way forward</b>	
If potential for differential / adverse impact remains explain why implementation is justifiable in order to meet the wider policy aims.	
N/A	
Summarise any changes made to the policy to reduce or remove the potential for differential / adverse impact	
The Plan incorporates commitments designed to promote good relations between communities; to tackle and challenge discrimination, and to ensure policing in Essex maintains the confidence of all communities it serves.	
If the function / policy is to be abandoned, please explain why and how the implications will be managed	
N/A	
Describe how the function / policy promotes good relations	
The Plan sets out clear commitments to support victims of discrimination or abuse and provides strong support for victims of these crimes to cope and recover. The Plan also has a huge focus on prevention, aiming to foster good relations and avert inappropriate behaviour before it becomes a matter for the police. This is a theme throughout the Plan and is seen strongly in the Plan's commitments to tackling gangs and exploitation, reducing vulnerability and preventing exploitation and harm.	

## Stage 5 - Monitoring Arrangements

Describe how the function / policy is (or will be) monitored

The Plan will be monitored through the Commissioner's scrutiny programme which consists of regular Performance and Resource Boards and Strategic Boards, 1-2-1s between the Chief Constable and Commissioner and a wide range of other activity from direct involvement to the commissioning of evidence and reports.

Progress will also be reported regularly to the Police, Fire and Crime Panel, which consists of elected representatives of all the local authorities in Essex as well as two independent members.

Have the assessment outcomes been fed back to those consulted?

The impact of the views provided by those consulted has been fed back to them and agreement was reached on a number of specific changes at the time of engagement.

<b>Impact assessed by:</b>	Darren Horsman (Strategic Head of Policy and Public Engagement)	<b>Date:</b>	17.07.2020
<b>Approved by (owner):</b>	Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)	<b>Date:</b>	02.10.2020